

## ARTICLE 36: EFFECTIVE DATE

36.1 Following ratification by the membership of the International Federation of Professional and Technical Employees, Local 86 and approval by the Department of the Defense, this Agreement shall be in full force and effect. Without an y direction from the Department of the Defense to the contrary this Agreement will become effective 31 days from this date.

36.2 In WITNESS HEREOF, the parties executed this Agreement on this 30 day of October 2003.

For U.S. Army Corps of Engineers  
San Francisco District, (Management)

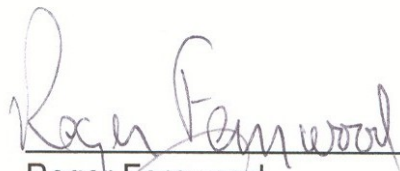


Michael McCormick  
LTC, CE  
Commander

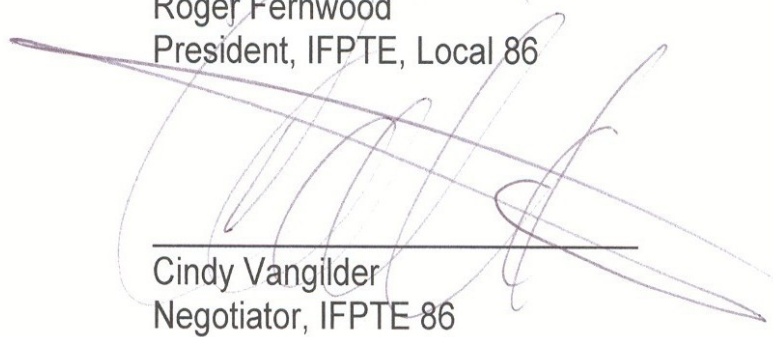


Richard M. Dabel  
Chief, Management Negotiator

For International Federation  
of Professional and Technical  
Engineers, Local 86 (Union)



Roger Fernwood  
President, IFPTE, Local 86



Cindy Vangilder  
Negotiator, IFPTE 86